N EW legislation passed by the 1933 session of Penusylvania's General Assembly reveals certain definite steps toward more adequate social laws for the Commonwealth. While the lawmakers frowned upon old age pensions, improved housing bills and sterilization measures, new proposals given Governor Pinchot's approval include codifications of existing social laws which clarify the work of the Department of Welfare and offi-

Attempts to raise the juvenile court age to 18 years were defeated, but laws relating to procedure in invenile court actions have been codified. Allegheny County has been granted a separate court, with exclusive jurisdiction in children's cases, and a suitable house of detention

Improved definition of legal settlement and liability of poor districts for support is provided by bills which fix responsibility for relief of persons having no known settlement and for emergency care of persons becoming dependent in a district in which they have no settlement. The fee system for sheriffs of seventh class counties

is abolished. This office will now be on a salary basis. as in all other groups of counties in the State. Ban of the iniquitous fee system, which enabled some sheriffs to profit by as much as \$10,000 per year through control of the jail dietary, will save taxpayers of these 17 counties an estimated \$40,000 annually

Appropriations both for the Department and for State institutions supervised by the Department are dealt with elsewhere in this issue. (Page 6). Under the General Appropriations bill the Orthopaedic Unit is transferred from the Department of Welfare to the Department of Health. The Council for the Blind and the Alcohol Permit Board will continue with the Department.

In their search for additional revenue the legislators transferred \$400,000 from the Manufacturing Fund of the Prison Labor Division to the General Fund and increased license Ices charged by the Department. These increases affect maternity hospitals, private nursing homes, boarding homes for infants and agencies or individuals seeking license to solicit lunds for charitable purposes.

The Mothers' Assistance Fund received the same total grant as during the last biennium. This will prevent prompt absorption of waiting lists which have sprung up during the past two years. In case a mother dies with grams accrued and owed to her by the State a new amendment makes it possible to pay such amounts by elseck to the person responsible for her children.

Now orental health legislation authorizes the Department and trul judges to require psychiatrists from State and county mental hospitals to examine certain defendants. Sworn statements of physicians relative to discharge of patients from mental hospitals will now be accepted by the courts instead of requiring the physicians to altend

By provisions of the new code for non-profit corpora tions, the Department is made the investigating agency to determine the community need for charitable and electrosynary institutions and societies planning incorporation, The certification of the Department as to such necessity sha'l be conclusive upon the courts in approving such

he Assembly has provided the State Emergency Resed Board with lunds sufficient to carry on the program of direct and work relief until November.

THE DETROIT CONFERENCE

C OCIAL workers took possession of Detroit for a week in June when between two and three thousand assembled for the sixtieth annual conference of the Social Work and Associate groups

Alice F. Liveright, Secretary of the Department of Welfare, presented two papers during the week. Taking as her subject "Financing of Children's Work as a Long Time Policy," Mrs. Liveright traced the influence of recent changes in populations trends, sharp drops in marriage and birth rates, accompanied by a fifty per cent increase in illegitimacy. Such changes are bound to affect policies in children's care.

Trends in children's work now apparent are an increase in loster home care while institutional care has remained stationery or is going down. For the future Mrs. Liveright forecast possibility of a decrease in the placing out of young children, and an increasing sense of responsibility for children in the higher age groups. Summing up, Mrs. Liveright suggested that white private lunds will continue to be available for special services of child care, it is likely that public bodies will assume greater responsibility for placement of normal children.

In her speech on "Possibilities of Volunteer Service in Public Agencies," Mrs. Liveright reviewed the extensive use of volunteer workers. As an outstanding example, she mentioned a Board member of the Public Charities Association who has made an intensive study of building programs for state institutions. Extensive use is made ol volunteers in this state on Boards of Trustees of the 28 state owned institutions and on boards of visitors to institutions to which children are committed. The speaker especially stressed the constructive work of the board members of the M. A. F.

Turning to relief programs, Mrs. Liveright said that 57 of the 67 counties of the state are using volunteers. The S. E. R. B. depends on them and has held regional conferences and institutes for their benefit. Volunteers have taken hold of the thrift garden idea and they are the mainstay of the state wide thild health program. In conclusion, Mrs. Liveright pointed out that valuable as the volunteers' contribution to public work is, it necesarily depends upon trained supervision and guidance.

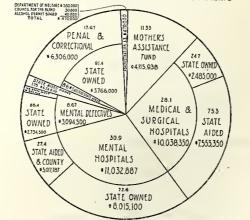
SPECIAL SUMMER COURSE AT STATE COLLEGE

T N cooperation with the staff of the Department of Welfare, the State Emergency Relie! Board and the Public Charities Association, Pennsylvania State College offers a summer course of intensive training in the field of unemployment relief. The group is limited to tecenty-five, with preference to applicants from aniall towns and rural communities.

During a six weeks period students will devote full time to lectures and discussions, assigned readings and supervised field work in the Centre County Emergency Relief Board office. The course will give practical instruction and experience to workers equipped with a good basic education and the personality that will enable them to deal effectively with the problems arising in relief administration. The course opened July 3.

Special lecturers will discuss relief backgrounds, humane effects of unemployment and methods of administration.

WHERE THE WELFARE DOLLARS GO 1933-1935 APPROPRIATIONS \$ 35.682,275



FITTING JOBS TO BUDGET

By S. B. Pfahl, Comptroller

ESTRICTED budgets for the 1933-35 biennlum necessitate careful study of expenditures in the State-owned Welfare Institutions as well as in other Departments of the State Government. Appropriations have been reduced about 13% below the 1931-33 bienmium and it is estimated that the population of these institutions will show an increase of approximately 5%. Budgets must therefore be studied more care-

fully than ever. Approximately one-half of an institution's budget is spent for salaries and the question of payroll is the first to be raised in considering budget revision. In 1926 a job analysis study was made for the purpose of classifying positions and setting satisfactory salary ranges. Many changes have been made in institutional management and as with all systems some abuses have erept in. To bring the system up to date the Governor has appointed a committee to make a new study of all positions in the State Government, including the institutions. The duties of each of the 5,000 positions in our State-owned Wellare Institutions are on record, and it is the task of this Job Analysis Committee to 1e-

arrange and reclassity so that positions of similar duties and equal responsibilities will carry comparable salaries.

Another duty of the Job Analysis Committee is to reduce and standardize titlet and classifications to insure that similar positions shall be paid comparable salaries. Many changes in present salary rates will undoubtedly be necessitated by the comparable salaries. Many changes in present salary rates will undoubtedly be necessitated by the comparable salaries. Many changes in present salary rates will undoubtedly be necessitated by the comparable salaries. sary. These changes should not be interpreted as increases or degreeses but rather as equalizations.

Educational requirements and perspain qualifications for positions are likewise being standardized and in most cases raised to keep step with the requirements of the control business world.

Getty burn. Pa.

MONTHLY BULLETIN

PENNSYLVANIA DEFARMMENT OF WELFARE

Vol. II, No. 2-3

HARRISDURG, PA

JUNEJULY, 1911

BUDGET CUTS FORCE REORGANIZATION By Alice F. Liveright, Secretary of Welfare

Fig. HE Legislature of 1931 in planning for the 1931-33 biennium was generous. The Welfare Department leudert included adequate maintenance for State Institutions, large amounts for building and provided sufficiently for the services of the Welfare Department

The special session of August, 1932, adjourned leaving a wake of fosses behind! All money for institutional construction was withdrawn, institution budgets were cut as was the Department. We were placed in the position of adding to unemployment, because we were compelled to discharge members of our staff.

But the regular session of 1933 cut us once more. No funds for a building program have been provided. Institutions have been further cut and the Department itself has suffered seriously. Again we are compelled to discharge trained, experienced workers, to cut traveling expenses and therefore to change our service program.

Undoubtedly many people in Pennsylvania are now viewing with dismay the curtailment of some special service formerly rendered by the Department and now no longer possible. Only concerted effort on the part of citizens who value a constructive program will restore them. When the next session of the Legislature takes place, it will behoove you to claim the services you require.

Each change made in our various bureaus is the result of prolonged and careful consideration. Our effort was to maintain at least a skeleton staff for all our essential services. You may miss some of the splendid men and wrotten who formerly visited you-we too regret their loss, but basically we believe that our reorganization will provide advisory and cooperative service where and when it is most needed.

We have not lost heart. We declare ourselves for the unification of welfare work within the counties; we declare ourselves for the maintenance of family life! We declare ourselves for hospital licensing of the highest standard. We declare ourselves for State aid where and as it is most necessary and based on rules and regulations established by the Department. We declare ourselves for a preventive program in the field of delinquency, mental health and blindness

We shall serve the welfare needs of Pennsylvania for 1933-35 efficiently because we believe in high professional standards and each member of the staff is trained and prepared to offer a maximum of assistance in the situation for which he is trained. Only careful economies, selected staff and cooperation within the Department and in the field will make it wossible to serve your needs.

A NEW WELFARE BUREAU

By Helen Gleun Tyson, Director of the Bureau of Community Work

ITH a bow to the young biennium, a new Bureau of Community Work makes it debut in the Department of Welfare. It is an amalgamation of the two lormer Bureaus of Assistance and of Children The Director of the new Bureau will be Helen Glenn Tyson and the Assistant Director, Mary Labaree, who will also serve as Head of the Division of Family and

In addition to providing for all the tasks formerly inchided under the two Bureaus, the Bureau of Community Work will cover many of the additional duties which have Tallen to the Department during the 12 years since it was organized. It also in part makes a virtue of necessity and serves as one of the economies imperatively demanded (Continued on Page 2)

ANOTHER NEW BUREAU By Clement W. Hunt, Deputy Secretary of Welfare

M ORE than 26,000 men, women and children live in the 28 State owned institutions of Pennsylvania. They constitute a group equivalent to the total population of four of our eighth class counties. Each of the larger institutions might be a municipality in itself having many of the administrative problems of any community of 3.000. There is the problem of providing a lood supply; a heating and lighting plant must be maintained; a water and sewage disposal system must be operated under thoroughly sanitary conditions; buildings and equipment demand constant attention from carpenters, painters, masons, plasterers, plumbers and electricians. Seventeen of the State institutions operate large

The operation, even under our present curtailed budvets and rigid economy, of these twenty-eight institutions will involve the State in an expenditure of \$19,000,000 (Continued on Page 21

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A NEW WELFARE BUREAU

(Continued from Page 1) by the budget cut of the recent Legislature. The plan for its execution has been evolved with the help of the Welfare Commission and other intimately associated

The Bureau of Community Work will correlate the four following types of service: The Mothers' Assistance Fund with five staff workers is perhaps the most popular piece of public wellare work in the State. Aid to families in their own fromes when the husband is dead or in an institution for the insane is keeping 27,000 children under the care of their own mothers. The same appropriation, \$4,115,938, was again granted for the coming biennium.

The Division of Homes and Hospitals with four workers covers some 330 matitutions. Credit work for the State-aided hospitals falls in this Division; supervision and licensing of maternity homes and hospitals; supervision of State-aided Homes for the Aved; and the licensing of private nursing homes and hospitals. These four groups of institutions seem logically to belong together since good nursing care for the sick and aged is essential in all of them. The staff members with a nursing background and with social work training in addition will have a special contribution to make to the problems or these institutions

The Division of Family and Child Welfare in the Bureau of Community Work will continue all services of the former Bureau of Children to children's institutions and agencies but with a wider scope. It has been a matter of deep concern to the Department that Pennsylvania while developing an extensive and expensive program for children away from home should have outside of the larger cities no program for family service. In their contacts with the Directors of the Poor on behalf of children supported by public funds the staff members of the old Bureau of Children inevitably became involved in problems of family life and the preservation of the home. They had become increasingly aware of the lack of good family work in many communities, and of the fact that many children are unnecessarily separated from their homes. The need of family case work or family relief that would permit some of these children to have a normal family life and the need of a closer coordination of rhild-caring services with the rest of the community's social program are evident. It is hoped that by approach mg these problems from the angle of the community itself greater emphasis may be given to wise social planning.

The new Bureau will avoid duplication by making one worker responsible for both services.

This division is also responsible for the Solicitation of Funds Act (1925) and the new Incorporation Act (1933) requiring the Department to investigate applications for incorporation. These two Acts protect the public from charity eacheteers. They also aid in developing well balenced community programs. Groups eager to meet a pressing need are often unaware that an adequate agency already exists and should be supported and developed rather than create still another organization.

The interracial consultant will continue work for Negroes with special attention to communities where the group is weakest in self help and local understanding Work in the solf-coal counties where southern Negroes are still relatively new conters, and in other appropriate communities will be extended. This worker will supervise certain state-aided Homes for the Aged and Infirm

ANOTHER NEW BUREAU

(Continued from Page 1)

during the current biennium. This yast sum is carefully budgeted under the general direction of the Department which exercises budget control through the means of a centralized accounting system which accounts for every item of expense of the institutions.

The magnitude of the activities involved in the operation of these institutions has caused the Committee on Business Methods appointed by Governor Pinchot to recommend the organization of a Bureau of Institutional Management in the Department of Welfare.

The new bureau will coordinate under the supervision of the Director of the Bureau of Institutional Management the work of the Staff Officers of the Department. namely: Agriculturist, Architect, Engineer, Nursing Consultant and Nutrition Consultant. In the past these representatives have tended to work individually in the interests of the State institutions rather than as a group, Institutional accounting will come under the supervision of the Comptroller who will be closely associated with the

In general the State institutions are economically and well managed. They have been maintained in excellent repair with many notable improvements in plant and personnel since Governor Pinchot took office for his first teem in January, 1923. But the operation of 28 institutions reveals new problems with every passing month to say nothing of the unlimished tasks which offer a continuing challenge to the Department and the managing

officers of the institutions. The Bureau of Institutional Management will in powise illuplicate existing supervisory services. The Bureaus of Mental Health and of Corrections are concerned almost wholly with professional problems. The conduct of hospitals and penal and correctional institutions lends itsell to a clear cut differentiation between the care, I catment and training of the patients and inmates on the one hand and the business administration on the other.

The Nursing Consultant not only serves the two ore-Jessional Bureaus but supervises nursing service in the State-owned General Hospitals which head up under the Executive Office. As the new Bureau is a coordinating agency, it seemed best to assign to it both the Nursing and the Nutrition Consultants.

Dr. William C. Sandy, Director of the Bureau of Mental Health, was elected Secretary-Treasurer of the American Psychiatric Association at its Boston meeting in June. We congratulate Dr. Sandy upon this very pleasant honor.

DIRECTOR FAR CHART WEL WELFAR P ORGANIZATION SECRETARY OF I DEPARTMEN BURLAU OF MENTAL HEALTH DIRECTOR

MENTAL HEALTH CHANGES

By William C. Sandy, M. D. Director. Bureau of Mental Health

NECESSITY for retrenchment has hastened a long anticipated change in Bureau of Mental Health policies. Clinics and other community activities as conducted by bureau field representatives will be discontinued. These activities will be transferred to the various institutions for mental patients. This should build up their sense of responsibility as centres of prevention and education in mental health in the districts served.

Several hospitals have long carried on extensive and well organized community services. More remote sections of the State and those places, where the institutions have not yet developed clinics and social service, have been largely covered by representatives of the Bureau of Mental Ifeaith. It is now proposed to initiate such services in those institutions not yet so engaged and to extend the activities of all institutions. This is not only a measure of economy and efficiency. It is highly designable from the atandpoint of the staffa of the institutions involved. Staff members will be stimulated by community activities and will be better prepared to meet problems of mental fliness and defect, with increased efficiency in hospital work and general betterment of the care and treatment

of the patients. The institutions will be encouraged to round out the clinic staffs by the addition of specially prepared psychiatrists with some child guidance experience, psychiatric social workers and psychologists where such consultanta have not as yet been available. An effort will also be made to secure locally at each clinic the services of some one who will be sufficiently trained to act as the secretary and who will carry on between clinic sessions in such amportant duties as arranging for appointments and pur-

clinic preparation of cases. A different type of field service will be rendered by the Bureau with the appointment of a field psychiatrist with child guidance clinic training, a qualified jisychlatric social worker and eventually a psychologist. These field tepresentatives will assist the hospitals in establishing and extending community service stimulating demonstratory and initiating the highest type of clinic and social work activities. Consultation and demonstration services, therelore, will be provided rather than an attempt to conduct

state-wide clinic activities in individual cases as heretofore It is also expected that from time to time a member of the medical staffs of the various institutions will be ile tailed for a few months service with the Bureau of Mental Health during which he will become acquainted with central office problems. He will visit and inspect the various State county and private institutions for mental nationts. thus broadening his experience and training himself for promotion and added responsibilities.

Reports of clinic cases will as usual be sent into the central office for statistical tabulation. In this way, the census of mental patients will be continued, to be used as a basis for future research studies

Until the proposed reorganization is completed, many elinics and other field services will have to be temporarily discontinued. It is believed that it will be possible eventually to extend these activities rendering them more effeetive than ever.

BUREAU IS RE-CHRISTENED

By Dr. B. L. Scott, Director, Bureau of Corrections

TNDER its new and more obvious name of Bureau of Corrections, the former flureau of Restoration will continue its work of supervising penal and correctional institutions. Ir will also undertake some new

and interesting projects. The Bureau will continue its present inspection work, vinting county and State Institutions regularly and local lock-ups from time to time. It will maintain its contacts

with officials all over the State and encourage efforts toward the rehabilitation of prisoners One worker will have the responsibility for simulating

local parole and probation service. This will include setting up a uniform record system to provide comparable data from all counties which have such officers. This worker will also encourage civic organizations in community programs of prevention of delinquency, using as a basis the commitment of adults as well as juveniles to institutions. Certain communities will be utged to create or enlarge existing recreational fratures under connectent direction in an effort to prevent law violation.

A survey made by the Bureau within the past two years shows that 25 counties in the Commonwealth have no Court appointed adult prolution or parole officets, and that in 18 counties the prohation and parole officer has additional duties such as law librarian, county detective, truant officer, county nurse and court crier. This survey shows that 13 counties should employ a full time pubarion and parole officer. In these counties, at the present moment, with one exception there is not even a volunteer worker. The result is that institutions receive many cases which could be better fundled through adequate probation and parole service and at considerably less expense to the taxuavers of the county.

Another worker will act as fishon officer between the Department institutions, and the State supervising untile service in the Department of Justice under the Board of Paulons. This will mean development of standards for pre-parole programs in the institutions and an ellipt to relate fife inside the institution to life in the outside world Such service helps to prevent the recurrence of ctune. and is of vital importance both to the individual concerned and to the community

The Bureau has widened its statistical field in co-peration with the Division of Research and Statistics in order to secure criminal statistics comparable with other states and the Prileral government. Record furns are bring prepared and the cooperation of the wardens, suteriotendents, and sheriffs in charge of prtions, replation and couple officers, elerks of courts, district atturneys, and other officers has been outlined. This is an important part of the work of the Bureau, involving the lacketouted for constructive program building in the held of delinmuency and crime. ----

"The record of the forty-five State Legislatures in seasion thus far this year supports the long standing surple on that progresentative government as practiced in the State caustais is very nearly the most inefficient business in the world. According to the American Legislators Association 62000 bills have been introduced, and not all the Legislatures have yet concluded their sessions. Of these, shout 7000 have become law.

"Among all the States, Pennsylvania holds the pulm for the number of lelts presented, with a tidal of 44'0. New York comes second with 4140. Vermont fuel 3/41 and Utah 4(8)," (Phila Public Ledger, May 9, 1913)